

Human Resources Metrics CCH Board of Directors

Barbara Pryor
Chief Human Resources Officer

May 31, 2019



COOK COUNTY
HEALTH

Metrics



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Important Performance Data

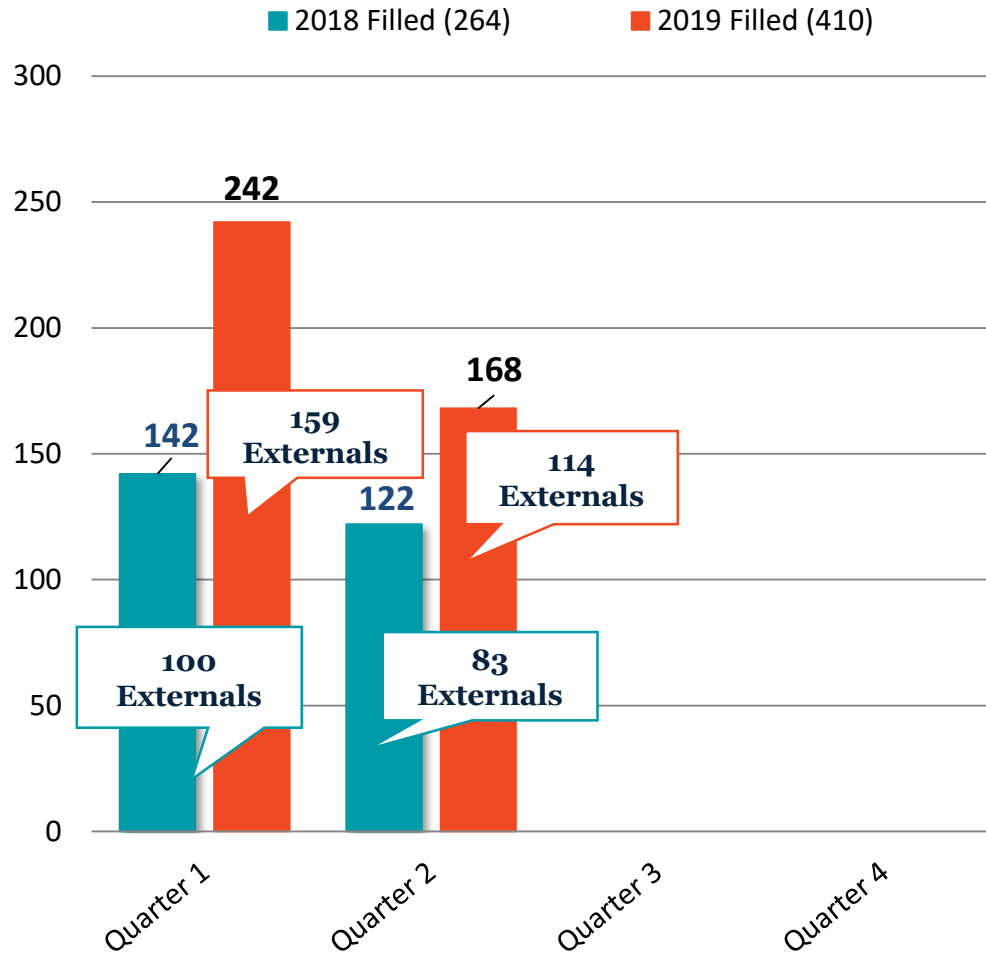
FY19 Vacancy	Count
Fiscal Year 2019 Approved Positions:	7,265
Current Vacancy Number:	1,156
# of Positions in Process:	776



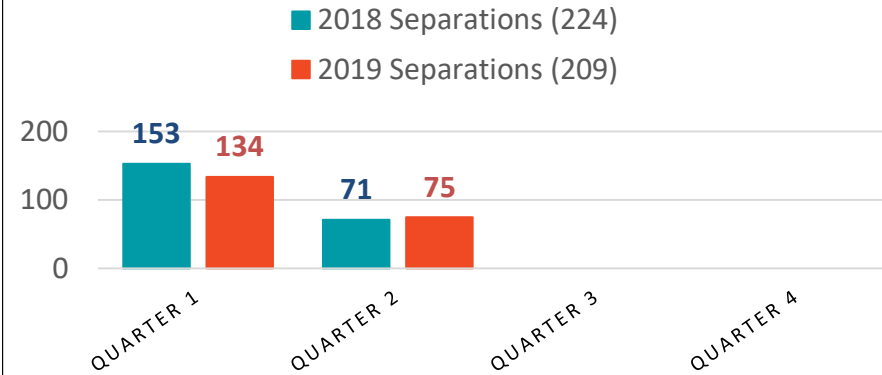
CCH HR Activity Report

Thru 04/30/2019

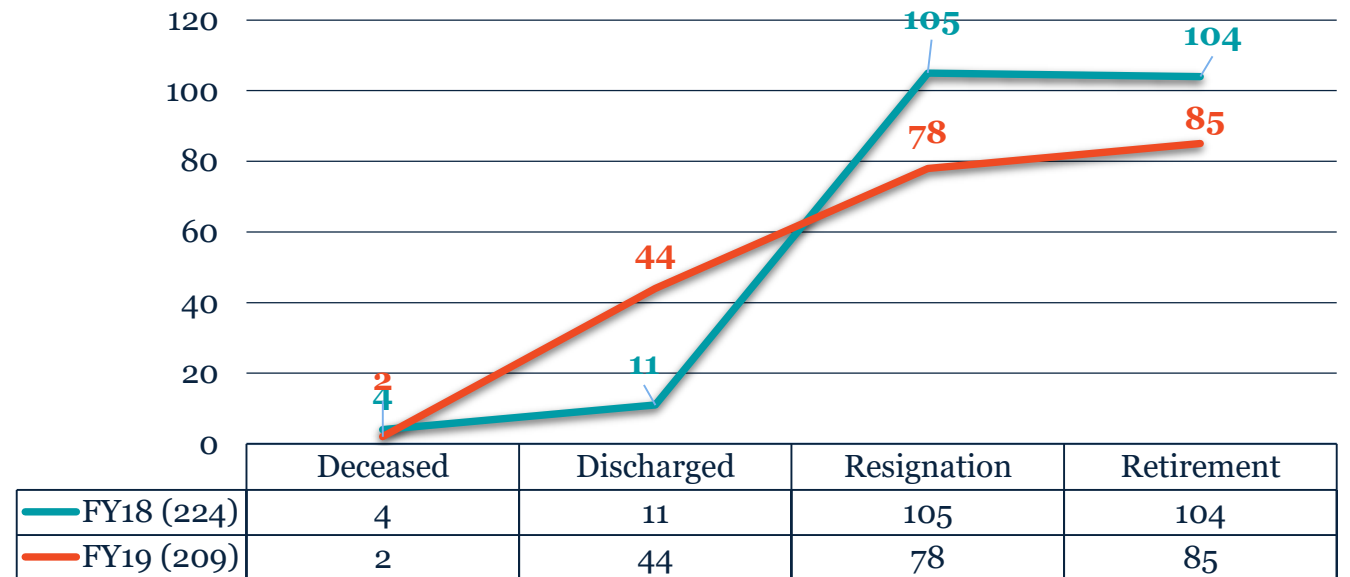
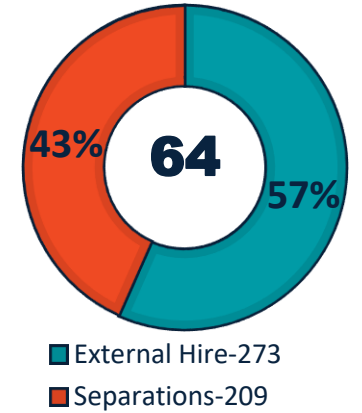
FILLED POSITIONS



SEPARATIONS



NET NEW



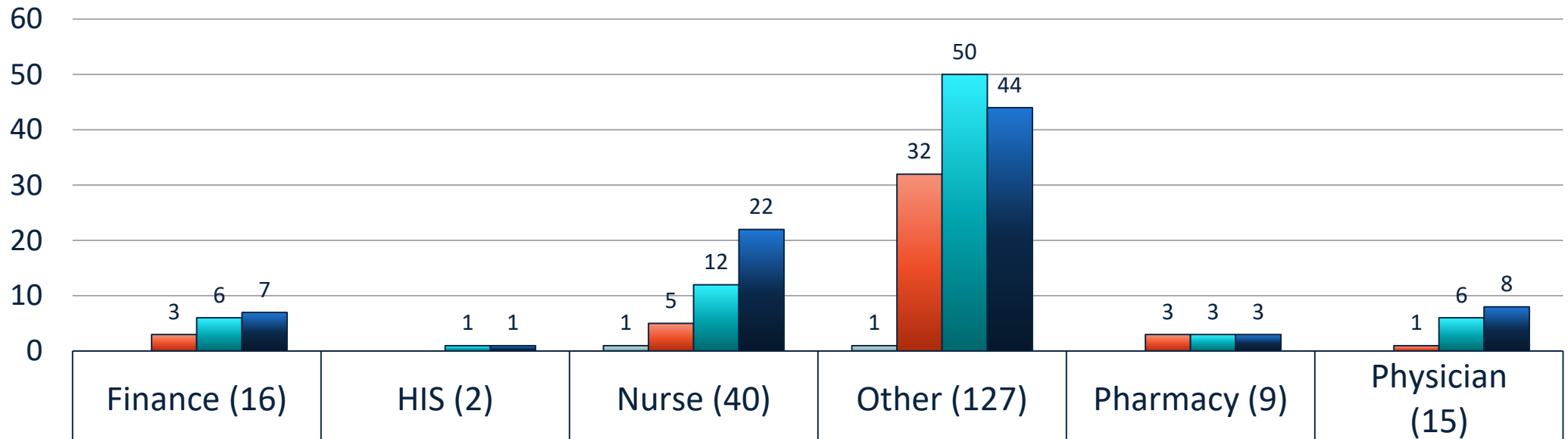
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Does not include Consultants, Registry and House Staff

CCH HR Activity Report

Thru 04/30/2019

SEPARATIONS BY CLASSIFICATION - 209

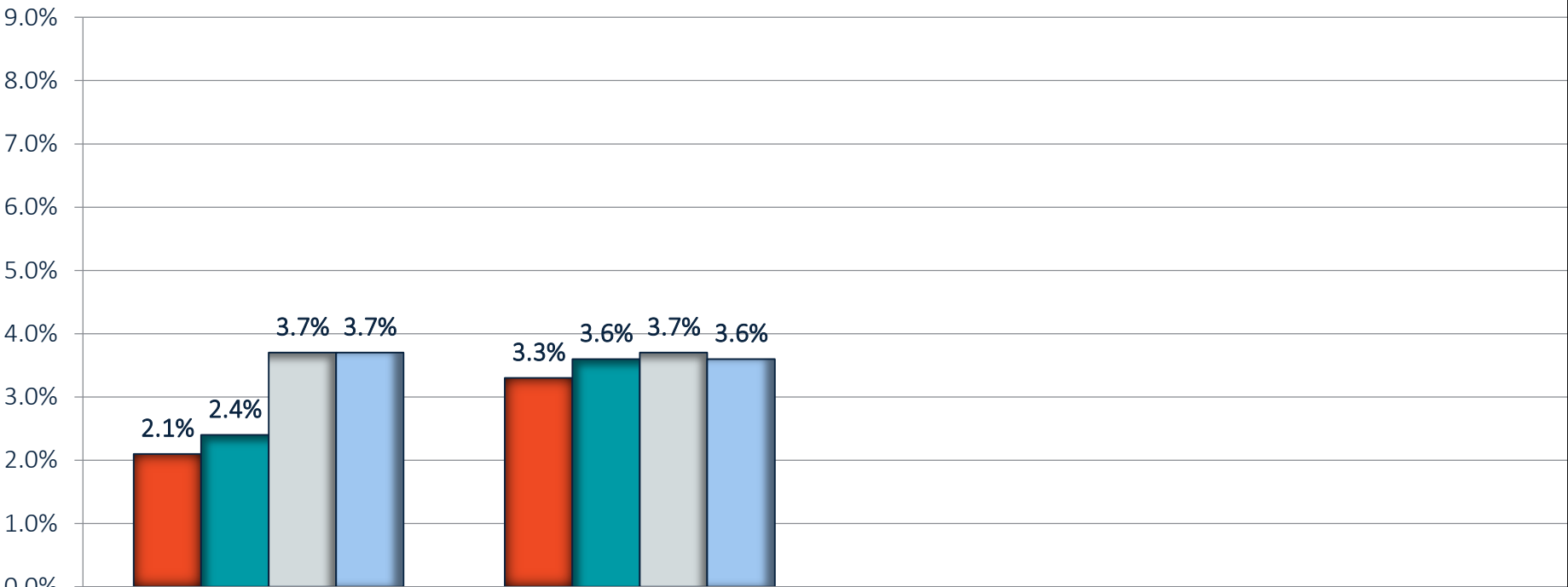


	Finance (16)	HIS (2)	Nurse (40)	Other (127)	Pharmacy (9)	Physician (15)
Deceased (2)			1	1		
Discharged (44)	3		5	32	3	1
Resignation (78)	6	1	12	50	3	6
Retirement (85)	7	1	22	44	3	8



CCH HR Activity Report – Turnover

CCH TURNOVER
Turnover Year-to-Date
Head Count: 6,390



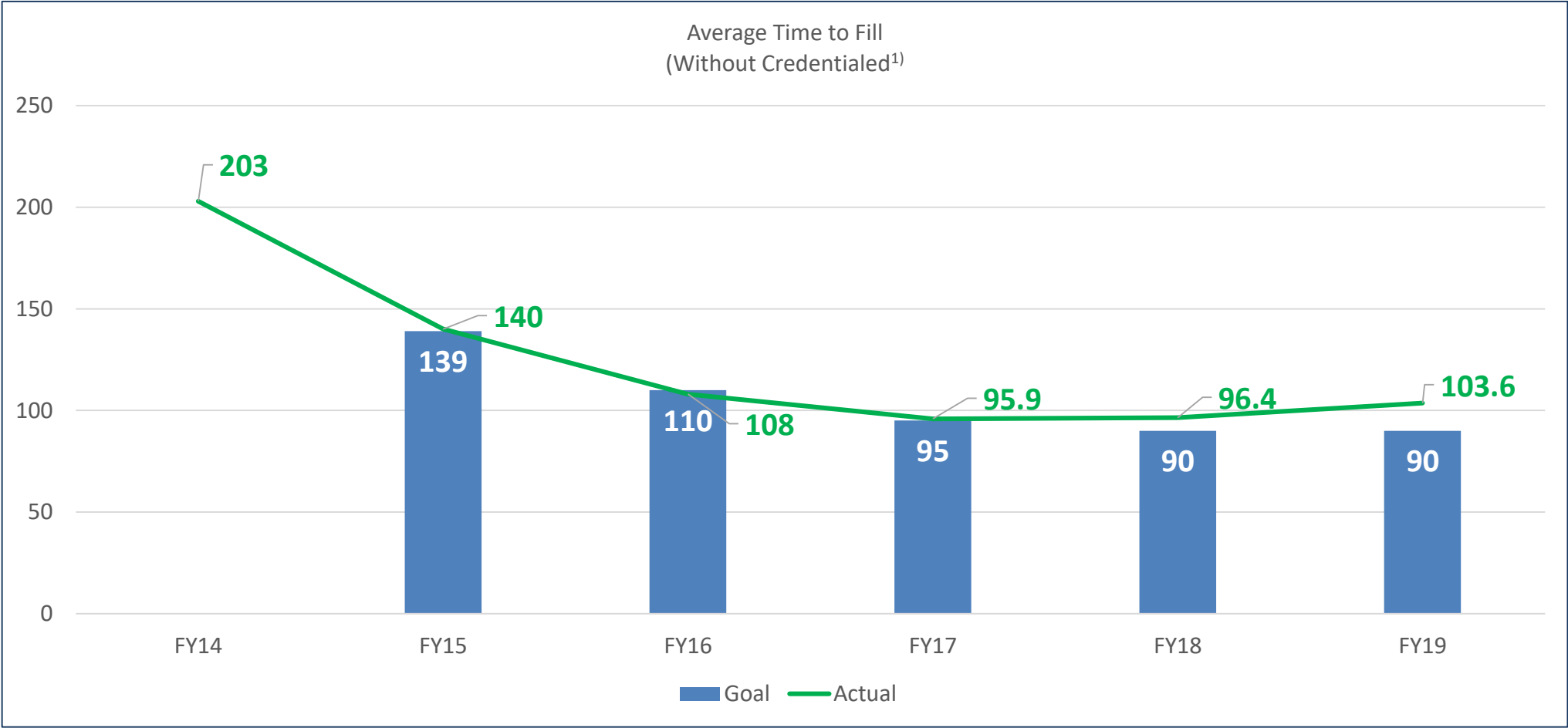
YTD Cumulative Totals:

<div></div> FY19 CCH Turnover	2.1%	3.3%		
<div></div> FY18 CCH Turnover	2.4%	3.6%		
<div></div> FY17 U.S. IL Health & Hospital Assoc. Turnover Data	3.7%	3.7%		
<div></div> FY18 U.S. Dept. of Labor Turnover Data	3.7%	3.6%		



CCH HR Activity Report – Open Vacancies

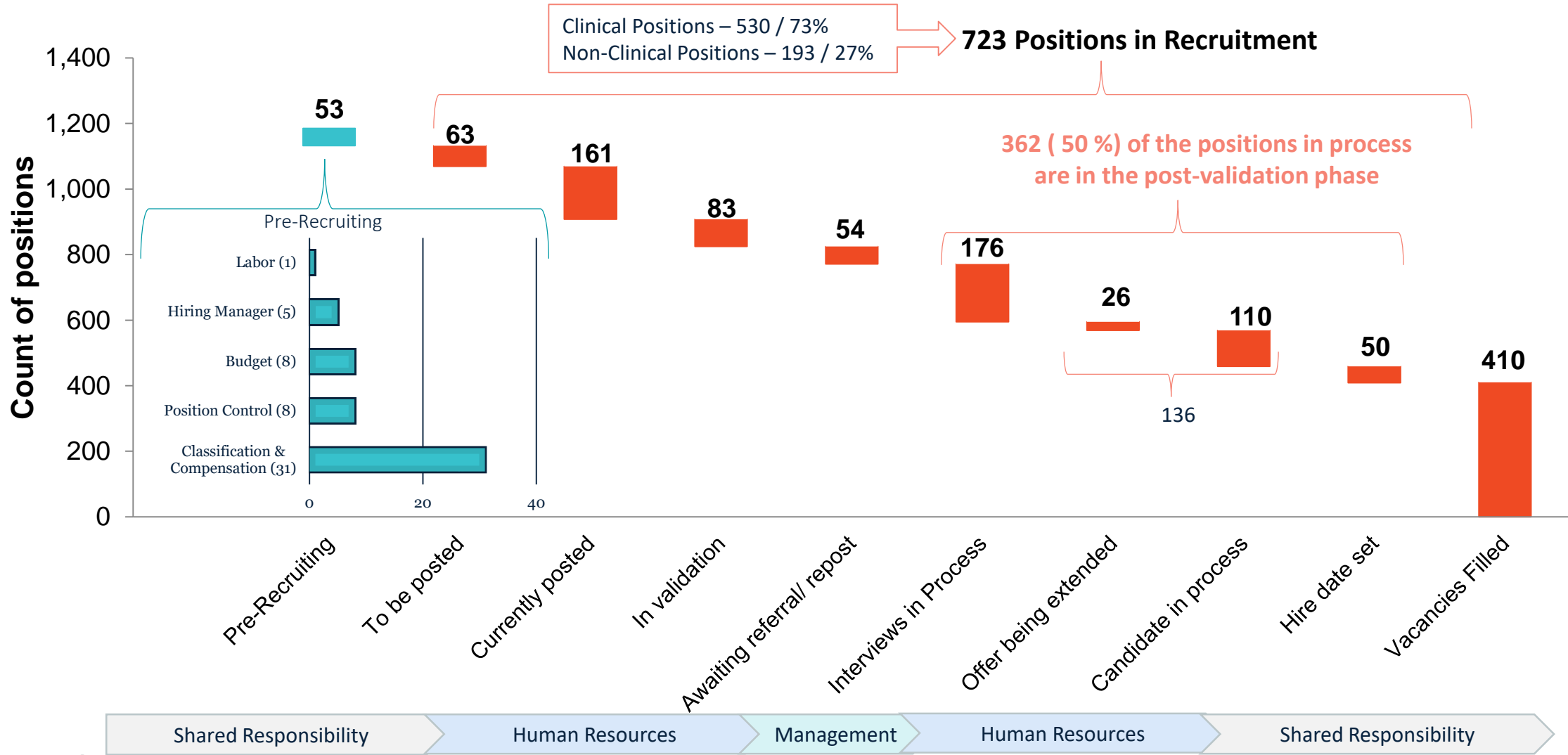
Improve/Reduce Average Time to Hire*



¹Credentialed Positions: Physicians, Psychologist, Physician Assistant I and Advanced Practice Nurses.

CCH HR Activity Report – Hiring Snapshot

Thru 04/30/2019



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Pre-Recruiting 53 + Recruitment 723 = 776 Positions in Process

Thank you.



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Closed Session



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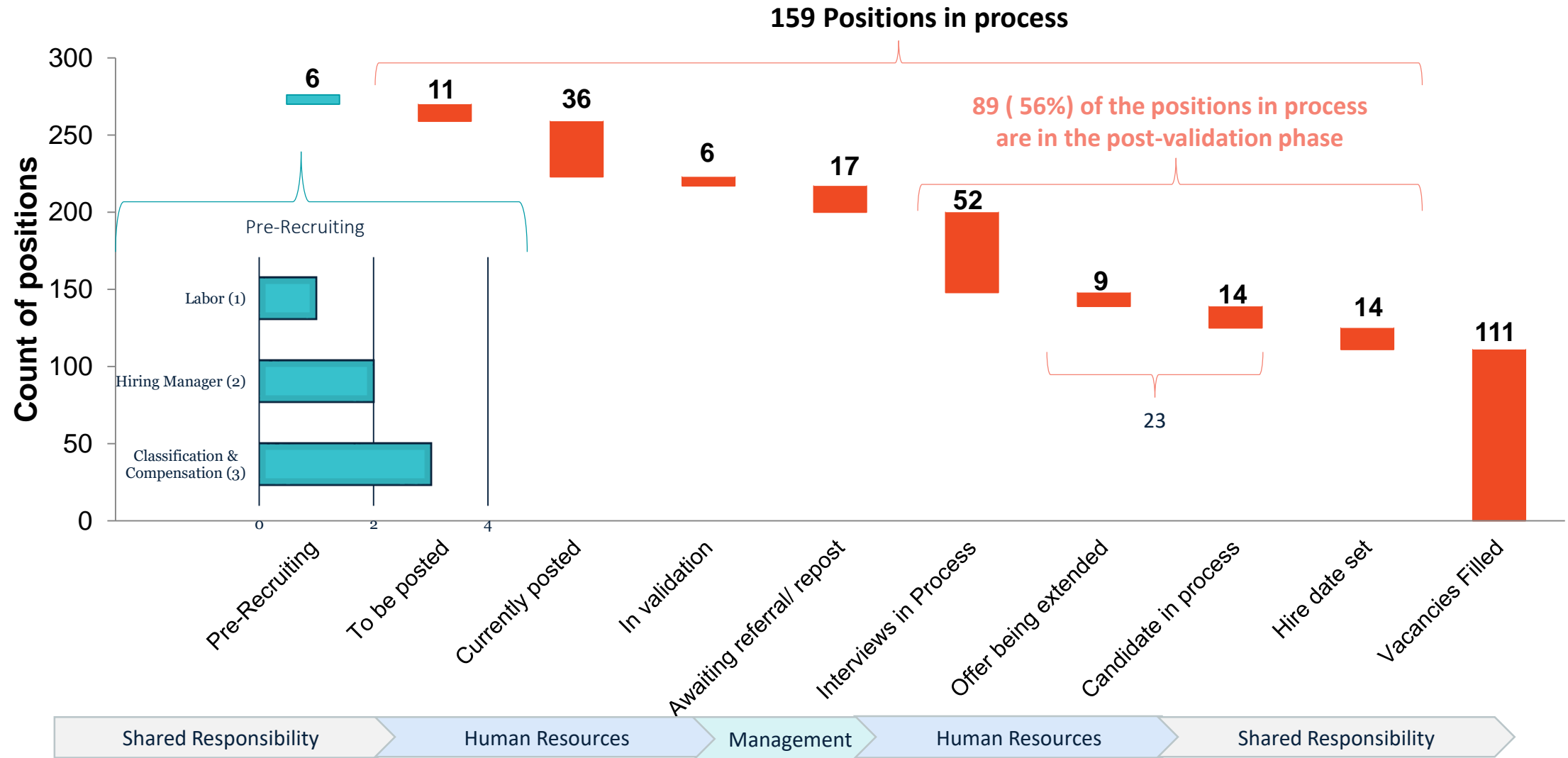
Appendix



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CCH HR Activity Report – Nursing Hiring Snapshot

Thru 04/30/2019

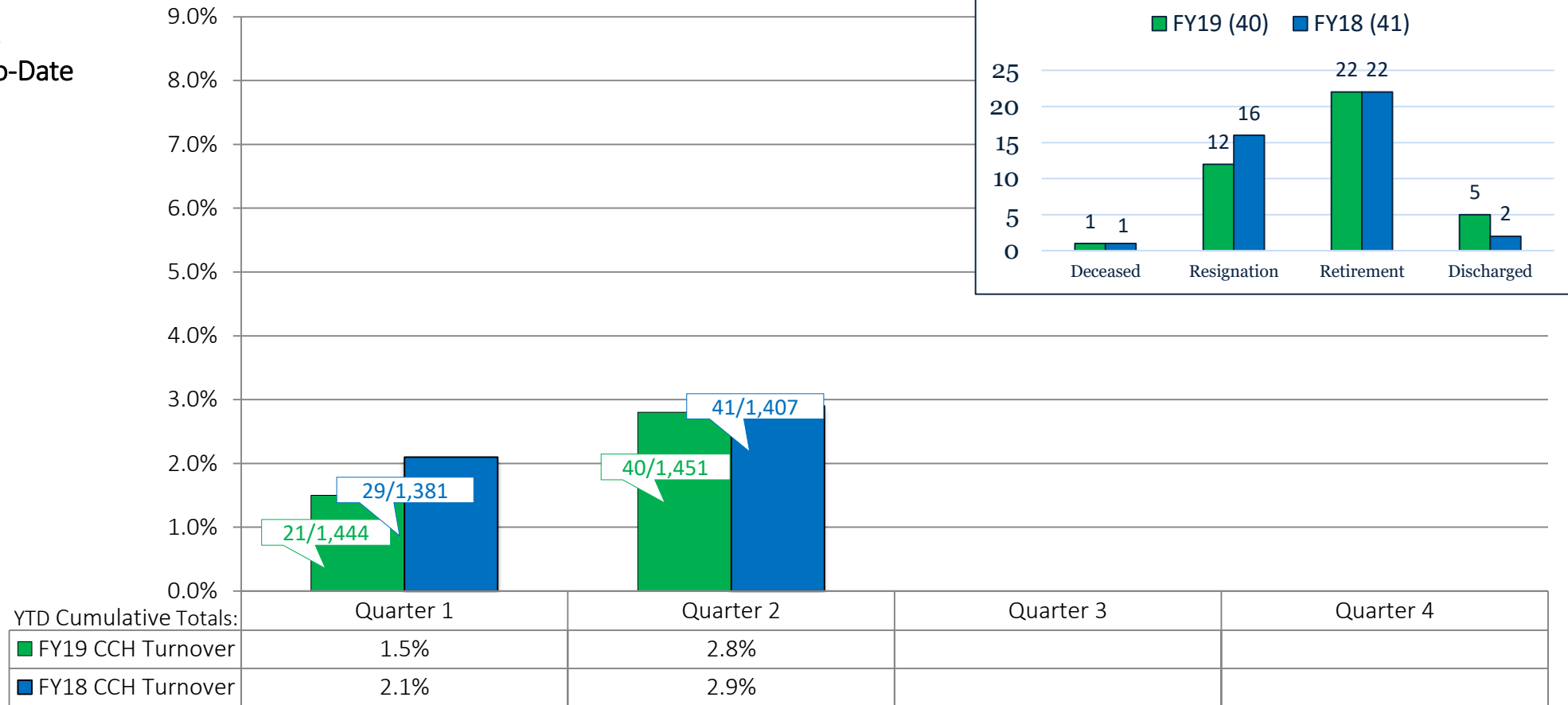


Nursing Activity Report – Turnover

CCH TURNOVER

Turnover Year-to-Date

Head Count: 1,451



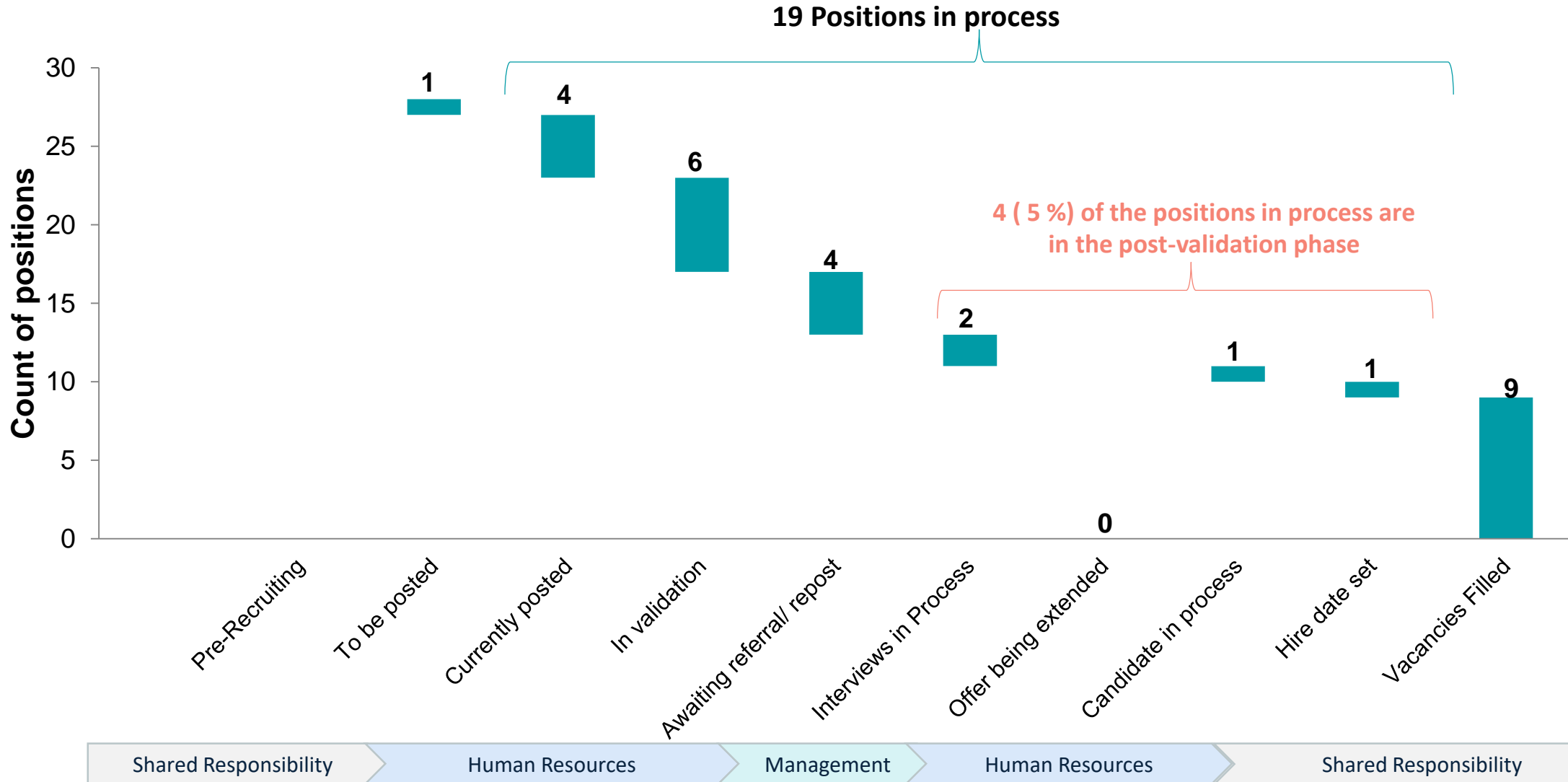
Include Registry

FY19 data is through 04/30/2019



CCH HR Activity Report – Revenue Cycle Hiring Snapshot

Thru 4/30/ 2019



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Pre-Recruiting 1 + Recruitment 18 = 19 Positions in Process